



Vestry Minutes - Approved
Tuesday, April 16, 2024
5:35 – 8:37 pm

Vestry members present: Andrew Benson, Dan Cassady, Diane Santiago, Lily Nichols, Dorothy Gibson, Susan Wilbanks, Analisa Conserti-Jones, Mark Gargett, Cheri Peele, Dan Catchpole, David Gravelle

Rector present: The Reverend Rachel Endicott

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Guests present: Rachel Herbert, Kevin Deffinbaugh, Bay Le Sage

Opening prayer Andrew Benson 5:35

Rachel Herbert- Profile committee

Mira Bella Mave asked for our mission statement (previously used): “We are a vibrant transformational parish that seeks to balance our prayer and worship life with spiritual growth and active involvement in our community and the world around us.” Tried to gather bible verses but only 15 parishioners responded. The bulk of the committee’s work is done. The large sheets hanging in the parish hall with everyone’s input are now on google and word documents. Shall they use this old mission statement or put it in the letter of agreement that the new rector will help us write one?

March minutes- tabled until May for everyone to look at rental agreement.

Analisa Conserti-Jones moves that we table the March minutes approval until May so that people can look over the rental agreement.

Dan Cassady Seconds

Unanimously approved

Discussion of Clergy scale- Pastor Rachel Endicott

Level of salary is determined by the size of the church, and the amount of experience the rector has. Diocese is combining B and C level. Smallest is D level. We are at a low B level. This change would put us at a top B level. How does St. Andrew’s think about compensating their rector for leadership/wisdom/expertise/care for the community? It has simply been plugging in the numbers at this point. There has been no real discussion about this. What would more conversation look like?

David Gravelle- Rachel worked hard with us to make it work for her. We will be lucky to get a rector with 10+ years of experience in the future.

The way the clergy scale is currently determined Pastor Rachel would not have made the same decisions for 18 months that she would have made for a position of a number of years. She is underpaid currently with 1 extra day off a month for compensation. Is compensation for housing allowance flexible? Is there negotiation within the scale? Is housing / housing allowance always included? More nuanced now. Paid out as parsonage/ housing allowance-2 separate lines. Cannot go below salary scale without permission from the bishop. B-level parish + cost of living - \$157,420 (this includes housing allowance) Talk to the Canon to the Ordinary. Higher salary=higher pension. Currently paying Pastor Rachel at mid-point. Someone with as much experience will need to be paid more. \$25,000 higher. Cost of living: is there no difference between living rurally vs urban? We may need to scale back our expectations.

We have enough money to hire a fulltime clergy person, pay enough that they can live close by and be present in the community. We need to pay people what they are worth, it's being respectful. The pattern has been to hire more experienced clergy at the end of their career. Vestry needs to step up and do a good job talking to people about why it is important to pay people well. We need to be flexible to support the growth and opportunity people want. We need to consider paying above scale for experience and education. We pay for what we need and meet the person where they are vs just using a formula and punching in the numbers. Search committee will be looking for best fit and experience. Rachel will send out document about how her experience and wisdom has been acknowledged.

March collapsed Financials:

We have slightly less funds than anticipated even though the Brighton house repairs were very expensive. Kitchen/Hospitality-over budget, fix this budget item next year after going over this year's budget.

Dan Cassidy moves to accept March collapsed financials

Second Mark Gargett

Unanimously approved

Special funds report-

Mark Gargett moves that we accept the March special funds report.

David Gravelle Seconds

Unanimously approved

Story responses to 12 rector candidates- sharing our story-

Dan Cassidy-contemplative service is very powerful, and an important aspect of our church. St. Luke's Ballard needs a transitional kitchen. Could we collaborate with them? We've had new ministries in the past 5 years: year 2 lay preacher licensing, 20's to 30's group, Sacred Grounds series. Tell the story about how we dealt with all the clergy leaving within 9 months.

David Gravelle- transgender remembrance service was very moving. Hard to let clergy go. Revisit having a pride flag.

Will Lewis- healing service after 2 deaths in the parish helped him feel better and that he had helped others heal as well. Stu Novack worked to get the windows and the organ; his wife was a deacon. Jerry

Garmin put in columbarium. He also wanted a carillon and a rose window in the south wall above the organ. Shared a pulpit with Lutheran Dave Livingston on Good Friday.

Cheri Peele- Meeting after church about the parish survey results, huge turnout even on a lovely day, great energy in the room. Two moms came with their girls that had been rejected by other churches. Embracing people where they are is central to our community.

Susan Wilbanks- Loves Easter Vigil, the late Christmas service, misses that later service time. Communication is not where it needs to be.

Lily Nichols: church has helped her physical well-being, community surrounded her and her father when her mother died.

Dan Catchpole- holy week was powerful. The baptism was very moving. Deepened his faith and hopes in the continuation in the faith. (Journalist by trade-will be happy to write these up.)

Mark Gargett-Death of previous parishioner Tom Mordy, not socially at ease and used to attend with his mother. Part of the core of our community. Now Aaron drops in. Tom has his own niche in the columbarium-community moved him up.

Analisa Conserti-Jones-More transparency over decision making.

Bay Le Sage- Easter Vigil was exquisite and very moving.

Lily Nichols:

Key event in rector search, post profile on website when search committee is selected.

Safeguarding: Dan Catchpole and Cheri Peele have to complete the training. Background checks needed for Will Lewis, Cheri Peele, and Susan Wilbanks.

Margo's significant insurance claim for her fall: \$45,000. Medicare takes second position after our insurance. Medicare is never first payee. Pastor Rachel had instructed people to please use the ramp with handrails on either side or stairs with handrail. Joel Nichols immediately called insurance company to notify them about the incident.

Summer Sundays hosts:

July 7- Dan Cassady Analisa Conserti-Jones, Bay Le Sage, Susan Iadanza

July 21-Urban hike: David Gravelle, Andrew Benson, Analisa Conserti-Jones

August 18- Field day ask 20's and 30's group Lily will coordinate vestry will help. Check in with Dan Catchpole. Link with VBS to introduce families to our church.

September 8th-Kick-off Sunday Dan Cassady, Cheri Peele, Andrew Benson, Will Lewis

August 11 or 10- Teen Feed/ Outreach Sunday/Edible hope? Tent City- Check with Cris Blair, North Hopeline- Dan Cassady, Brad Daley. Cheri Peele will check with Family works foodbank. Analisa will check on 2-3 dates for teen feed. Work with youth and an accompanying family/ guardian. Schedule will follow.

Taize:***Will Lewis-Idea for little free library, 45 attended, had enough people for set-up and tear down, reception done by volunteers.

Andrew- in May we will identify stewardship chair.

Mark Gargett- Losing an acolyte, Asks Pastor Rachel to talk to Megan about recruiting acolytes. Pastor Rachel suggest he also ask adults to volunteer. Elementary school kids can be acolytes too. Cheri Peele suggests a direct appeal.

Dan Cassidy-Closing prayer by Cherry Hastings from his mother's funeral

Adjourned: 8:37